

Jaime Alberto Ruiz Gutiérrez

Associate Professor

Management Area

Joined the School in 1994

Academic Background

1979 - 1982	Third Cycle Ph.D. in Mathematics Applied to Social Sciences, École de Hautes Études en Sciences Sociales, EHESS. Paris, France.
1977 - 1979	D.E.A in Mathematics and applications, École de Hautes Études en Sciences Sociales, EHESS. Paris, France.
1975 - 1977	M.Sc. in Industrial Engineering, Universidad de los Andes. Bogotá, Colombia.
1969 - 1974	B.Sc. in Industrial Engineering, Universidad de los Andes. Bogotá, Colombia.

Teaching Experience

COURSES TAUGHT IN RECENT YEARS

Graduate

Arts and Cultural Management
Organizational Theory and Analysis

Undergraduate

Arts and Cultural Management
Colombian Problems
Introduction to Management
Organizational Theory

Academic Activities

2017- to date	Member of Scientific Committee of AIMAC Congress.(International Association of Arts and Cultural management)
2014- to date	International Jury, Award on Cultural Policy and Cultural Management. ENCATC (European Network of Cultural Management and Policy).
2013- to date	Director in Colombia Campus abroad "Master of Management in International Arts Management developed" HEC Montreal, SMU Dallas, SDA Bocconi Milan.
2019	Visiting Professor for the International Week: Excellence in Pedagogy. Burgundy Business School. Dijon France. March 16-24
2019	Guest Editor. Administrative Science. Special Issue "Cross-Border Cooperation in the Area of Public Services". To be published 2020
2017	Guest Editor. Academia Revista Latinoamericana de Administración. Vol 30 No 2.

- 2016 Visiting Professor. HEC Montreal. Arts and Culture Management (June-December).
- 2016 Guest Editor. International Journal of Arts Management. Special Edition Latin America. (IJAM). Spring.
- 2016 Key Note Speaker. 24th ENCATC Annual Conference Oct 4 – 6. Valence. Spain.
- 2015 Key Note Speaker. 13Th International Conference on Arts and Culture Management. AIMAC. Aix en Provence. France. June 26-29.
- 2015 Guest speaker. "Políticas e Gestão Cultural na América Latina do Seculo 21: diálogos e reflexões" (Políticas y Gestión Cultural en la América Latina del Siglo 21: diálogos y reflexiones). Sou Paulo Brasil. 19-20, March
- 2013 Guest Speaker. Urban Cultures Seminar at the Polytechnic School of Valencia. Spain, September.
- 2013 Guest Speaker to Master of Cultural Management at the University of Valencia. Spain, September.
- 2013 Director and organizer of the XII International Congress AIMAC Cultural Management (International Association of Arts and Cultural Management). This conference was held for the first time in Latin America. June.
- 2002 Participant, Colloquium on Participant Centered Learning. Harvard Business School. Boston, MA, United States.
- 2000 Guest Professor, in the area of Organizational Theory and Statistics, Ecole Superieure de Commerce. Toulouse, France.
- 2000 Guest lecturer, University of Mainz, Germany.
- 1999 Visiting Professor, Universidad Simón Bolívar, Universidad Pacto Andino. Bolivia.
- 1998 - 2002 Guest Professor, area of quantitative methods and research, Coruniversitaria. Ibagué, Colombia.
- 1996 - 2000 Coordinator, Publush Committee, UASM. Bogotá, Colombia.
- 1995 Professor, graduate level program in Managerial Development. Area of Assessment and Control. School of Entrepreneurial Economics (Economía Empresarial), Universidad Autónoma de Manizales, Colombia.
- 1994 - to date Faculty member, UASM. Bogotá, Colombia.
- 1993 Professor, School of Law, Universidad de los Andes. Bogotá, Colombia.
- 1992 Professor, School of Economics, Universidad Javeriana. Bogotá, Colombia.
- 1984 - 1992 Professor, School of Economics, Universidad de los Andes. Bogotá, Colombia.

Other Professional Activities

CONSULTANCIES

- 2019 Advisor. Design of a methodology of measurement of impact of Teatro Mayor Julio Mario Santo Domingo. Bogotá
- 2016 Advisor. Restructuring Process. Iberoamerican Theater Festival of Bogotá.
- 2014 Advisor Restructuring Process. Biblio Red. Red Distrital de Bibliotecas Públicas. Bogotá.
- 2009 Advisor Management Process. Corporación Colombiana de Investigación Agropecuaria. Corpoica.
- 2007 Advisor, Elaboration of the Strategic Plan. Ministry of Culture.

- 1999 - 2000 Advisor, Citizen Culture Program. Area of Design and Training in Quantification and Assessment Systems. Institute of Culture and Tourism, Bogotá, Colombia.
- 1996 - 1999 Advisor, Elaboration of Assessment Systems for its activities, Banco de la República (Central Bank). Biblioteca Luis Ángel Arango (Public library), Bogotá, Colombia.

Other Professional Experience

- 1992 - 1994 Planning Sub-Director, Banco de la República, (Central Bank) Bogotá, Colombia.
- 1991 - 1992 Subdirector of Studies and Projects, Banco de la República, (Central Bank) Bogotá, Colombia.
- 1983 - 1991 Head of the Statistics Section, Banco de la República, (Central Bank) Bogotá, Colombia.
- 1974 - 1977 Assessment Division Assistant, Asociación Colombiana de Facultades de Medicina. Ascofame, (Schools of Medicine Association) Bogotá, Colombia.

Research

RESEARCH AREAS

- Cultural Comparative Studies
- Organizational demography
- Arts and Culture Management
- Design of methodologies of Impacts for Cultural Organizations
- International Comparative Research

RESEARCH PROJECTS

- 2018 Building Strong Cultural Institutions on Weak Foundations: The Case of Live Performing Arts Regulation in Colombia
- 2018 Design of a Methodology of Impact measurement for the Philharmonic Orchestra of Bogotá
- 2018 Audience Study. Teatro Jorge Eliecer Gaitán. Bogotá
- 2018 La Fundación Escuela Taller de Bogotá: Entre réappropriation du patrimoine et du destin. In collaboration with HEC Montreal
- 2017 Data Mining in Arts Organizations. Fundación Teatro Nacional
- 2016 Description and analysis of the sector of Creative industries in Colombia.
- 2015 The International Expansion of Latin American SMEs.
- 2014 Opera alive and Opera in movies. What about their consumers? Universidad de los Andes, School of Management. Cine Colombia.
- 2013 The Bogotá's Art Fair ARTBO, its impact. Universidad de los Andes, School of Management. Cámara de Comercio de Bogotá.
- 2011 Impact studies in Arts and Cultural organizations.
- 2010 Audiences studies in Arts and Cultural Organizations.
- 2010 The concept of Cultural Responsibility.
- 2009 Intercultural management based on comparative work values in Latina America.
- 2009 Arts and Management Organizations. Iberoamerican Theater Festival de Bogotá.

- 2008 Personal Values and Attitudes towards Women in Argentina, Brazil, Colombia and Mexico: A Cross-Cultural Investigation.
- 2007 Type A Behavior Patterns And Personal Values In Developed And Developing Countries.
- 2006 A Preliminary Exploration of Generational Similarities and Differences in Values between the United States, United Kingdom, Iceland, Japan, Korea, Colombia and Philippines.
- 2006 Work and Family: An Exploration of Work-Family Conflict and Family-Work Conflict in Work and Home Roles.
- 2006 A Multinational Study of Corporate Stakeholders and Organizational Culture.
- 2005 An Essay of Cultural measure: Two companies of urban transport in Bogotá. (Un ensayo de medición cultural: Dos empresas de transporte urbano de Bogotá).
- 2004 Organizational Change and Demography (Cambio y demografía organizacional: el caso de 30 empresas Colombianas).
- 2004 The Human Management in Colombia (La gestión humana en Colombia).
- 2003 The challenges to the Minuto de Dios. Grupo IESO Universidad de los Andes.
- 2003 La evaluación de programas de investigación y su impacto en la sociedad Colombiana. (Research Programs Evaluation and its Impact in the Colombian Society) Uniandes-Colciencias- Universidad del Rosario.
- 2003 Member of the Group of Research - Social Enterprise Initiative IESO, (UASM - Harvard University).
- 2002 Training needs (Necesidades de capacitación), Corporación Industrial Las Granjas. Bogotá, Colombia.
- 1999 Research and Researchers in Management. Colombia, 1965-1998 (Investigaciones e investigadores en gestión en Colombia). Sponsored by Corporación Calidad.
- 1998 Entrepreneurial Alliances for Education/Training at Work (Alianzas empresariales de Formación para el trabajo). Sponsored by Consejo Gremial Nacional.
- 1994 Business History of Colmena (Savings and Housing Financial Corporation).

Publications

ARTICLES IN ACADEMIC JOURNALS

- 2018 Ruiz J. (2018) Building institutions: the film industry in Colombia. Cultural Management (ISSN 2512-6962) Vol 2 (1), pp. 47-70.
- 2017 Ruiz J. (2017) Arts and Culture Management: Academic research, a key factor for its development: Heterogeneous topics that drive the knowledge of the sector. Academia-Revista Latinoamericana de Administracion (ISSN 1012-8255) 30 (2), pp. 147-155.
- 2016 Ruiz J. (2016) Arts Management in Developing Countries: A Latin American Perspective. International Journal of Arts Managemet (ISSN 1480-8986) 1 (1), pp. 6-17.
- 2015 Ruiz J. (2015) Barriers and public policies affecting the international expansion of Latin American SMEs: Evidence from Brazil, Colombia, and Peru. Journal of Business Research (ISSN 0148-2963) 69 (1), pp. 2030-2039
- 2015 Ruiz J. Entre Sonho e realidade, o caso das políticas culturais na Colombia, 2015 Observatório itaú cultural. p.38 - 44 v.18.
- 2014 Ruiz J, Ralston D. Societal-level versus Individual level predictions of ethical behavior: A 48-Society Study of Colectivism and Individualism. Journal of Business Ethics (ISSN 0167-

4544) 122 (-), pp. 283-306.

- 2013 Ruiz J, Aichia Chuang, Christine A. Sprigg, Carolyn Axtell, David Holman, Anthony Ugochukwu Obiajulu Nnedumm, Dawn Drnevich, Antonio Garzon-Vico, Catherine Leighton, Sergio M. Madero, Wai-ming Mak, Romina Mathew, Silvia Inés Monserrat, Bahaudin G. Mujtaba, Miguel R. Olivas-Lujan, Panagiotis Polycro, Lynn Bowes-Sperry, Zoltán Buzády, Céleste M. Brotheridge, Jacqueline L. Power, John Blenkinsopp, Nikos Bozionelos, Acceptability of workplace bullying: A comparative study on six continents. *Journal of Business Research*. ISSN 0148-2963 New York-
- 2012 Ruiz J, Arnel Onesimo O. Uy, Edward F. Murphy, Miguel R. Olivas-Luján, Neusa Maria Bastos F. Santos, Regina A. Greenwood, Sergio Madero, Silvia Ines Monserrat, Work, family and values in four Latin - American countries 2012. *Management Research: The Journal of the Iberoamerican Academy of Management* -ISSN 1536-5433.
- 2012 Ruiz J, Arnel Onesimo O. Uy, Edward F. Murphy, Julia Teahen, Miguel R. Olivas-Lujan, Neusa Maria Bastos F. Santos, Regina A. Greenwood, Sergio Madero, Silvia Ines Monserrat, William Teeple, The Filipino and Latino Managers: A Comparative Study of their Value Orientations 2012. *DLSU Business & Economics Review Otro-Filipinas* ISSN 0116-7111.
- 2012 Ruiz J, Veronica Zuniga-Salas, The Bank of the Republic and Cultural Management: A Process of Organizational Learning 2012. *International Journal of Arts Managemet Montreal-Canada*. ISSN 1480-8986.
- 2011 Ruiz J. et autres, "A Twenty-First Century Assessment of Values Across the Global Workforce". *Journal of Business Ethics* (ISSN 0167-4544) 104 (1), pp. 1-31.
- 2011 Ruiz J. (2011) "¿Quién aprende de quien: el arte de la administración o la administración del arte?". *Revista Universidad del Bosque* (ISSN 1900-5016) VII (12), pp. 37-48.
- 2010 Ruiz J, "Están las políticas públicas en cultura sujetas a la "cultura" en la cual se generan. Una reflexión a partir del caso Colombiano". *EGOB. Revista de Asuntos Públicos. Universidad de los Andes*. No 6. December Pp. 24-29.
- 2009 Ruiz J, et autres "Ethical preferences for influencing superiors: A 41-society study", *Journal of International Business Studies*, March, 2009.
- 2009 Ruiz J, et autres "Values and attitudes towards women in Argentina, Brazil, Colombia, and Mexico". *Employee Relations, The international journal*. Vol 31 No 3. 2009
- 2009 Ruiz J, "¿Son las modas administrativas actos de amor? Una reflexión a partir de la reingeniería". *Gestión & Sociedad. Facultad de Ciencias Administrativas y Contables. Universidad de la Salle*. Vol 1. No 2. January-June.
- 2008 Ruiz J, et autres, "A preliminary exploration of generational similarities and differences in values between the United States, United Kingdom, Iceland, Japan, Korea, Colombia and the Philippines". *DLSU Business & Economics Review*. Vol. 18 n°1. pp. 29-46. ISSN 0116-7111. Philippines. 2008.
- 2007 Ruiz J, et autres, "Gestión cultural. Aspectos institucionales y organizaciones culturales: El caso de la Fundación Teatro Nacional." *Cuadernos Latinoamericanos de Administración*. Vol. 2 No. 5. ISSN 1900-5016. pp. 51-76. June-December 2007.
- 2006 Ruiz J, "Cambio institucional, cambio cultural: el caso de dos empresas de transporte urbano en Bogotá" (Institutional Change, cultural change: The case of two urban transport companies). In: *Cuadernos Latinoamericanos de Administración, Bogotá, Colombia, Vol II, No 3. December 2006*.
- 2004 Ruiz J, "Investigación científica y transformaciones culturales en Colombia" (scientific research and cultural changes in Colombia). *Colombia. Ciencia y tecnología (Science and Technology), Conciencias, Vol 22, Dec 2004, pp 17-27*.

- 2003 Ruiz J, "Los desafíos para el Minuto de Dios" (the challenges for the Minuto de Dios). In: Latin American Administration Magazine. Publicación del Consejo Latinoamericano de Escuelas de Administración. Bogotá, Colombia, Vol 31, Dec , pp 23-53.
- 2001 Ruiz J, "Buscando la particularidad de las organizaciones latinoamericanas. Una reflexión observado el caso colombiano" (Searching for the Particularity of the Latin American organizations. A Reflection), Revista de Estudios Sociales, School of Social Sciences, Bogotá, Colombia, Issue 9,, pp. 19 - 30.
- 1993 Ruiz J, "Matemático y la "representatividad de lo social" dentro de una perspectiva histórica" (The Mathematician and the 'social representativity" from a Historical Perspective), Universitas Económica, Universidad Javeriana, Bogotá, Colombia, Issue 7, pp. 93 - 103.
- 1992 Ruiz J, "A propósito de la obra "Ensayos sobre Demografía y Economía del Profesor Álvaro López Toro". (Regarding the work "Essays on Demography and Economics of Professor Álvaro Lopez Toro), Universitas Económica, Universidad Javeriana, Bogotá, Colombia, Vol. 7, Issue 3, pp.132 - 138.
- 1989 Ruiz J, "Matemáticas y Sociedad" (Mathematics and Society), Universitas Económica, Universidad Javeriana, Bogotá, Colombia, Vol.6, Issue 2, pp.125 – 134.

ARTICLES IN PROFESSIONAL/ TRADE JOURNALS/PRESS JOURNALS

- 2017 "Cultura y Gestión Cultural: Dos términos complementarios". Revista Seneca. Uniandinos. No 38 September.
- 2013 "Desafío Gerencial: El Festival Internacional de Teatro de Bogotá". DEBATES IESA (ISSN 1316-1296) XVIII (-), pp. 19-22.
- 2012 "Arte y Cultura: del subsidio a la autosostenibilidad". Revista Portafolio Bogotá. Colombia.
- 2011 "Los logros de la Social bacanería". Periódico El Tiempo (ISSN 1562-5362) Bogotá, Colombia.
- 2010 "Industria cultural no puede basarse en la intuición". In Journal Portafolio. Octubre
- 2009 "Características de la Industria Cultural" IN: Journal Portafolio.
- 2008 "Lógica tecnocrática vs lógica mamerta". Periódico El Tiempo (ISSN 1562-5362) Bogotá, Colombia
- 2007 "La cultura y su dimensión económica" In: Correo Cotidiano. Revista Uniandinos, 2007.

BOOKS

- 2018 Ruiz, J. Author/ Compiler "Organizaciones Culturales y Creativas: Gerencia e implicaciones prácticas". México. pp. 229
- 2018 Ruiz J. "Age d'entrée et structure organisationnelle. Relations possibles à partir de l analyse d un ensemble d entreprises colombiennes". Editions Universitaires Européennes. Francia.59 pp.
- 2013 Ruiz J, "El Festival Iberoamericano de Teatro de Bogotá". Universidad de los Andes Ed. Bogotá-Colombia. pp.148.
- 2009 Ruiz J, "Gestión y cultura: Relación en tres actos". (Management and Culture: Relationship in three acts). Universidad de los Andes. Facultad de Administración. 136 pp.
- 2001 Ruiz J, Author/ Compiler. Alianzas empresariales de formación para el trabajo. (Entrepreneurial Alliances for Education/Training at Work) Monroy, N., Cárdenas J.C., Gutiérrez, R.; Bogotá, Colombia; Fundación Antonio Restrepo Barco, Fundación Corona,

Fundación FES, Consejo Gremial Nacional, 165 pp.

- 2000 Investigación en gestión empresarial: ¿Proceso naciente? (Research in Management: A Newly Born Process?) Colombia, 1965-1998. Romero, L.E., Peralta, G., Malaver, F.; Cortes, M.C., Perdomo, J., Bogotá, Colombia: Corporación Calidad, 310 pp.

CASES

- 2003 “Los desafíos para el Minuto de Dios (A).” Boston: Harvard Business School Publishing SKS015, 2003. “Los desafíos para el Minuto de Dios (B).” Boston: Harvard Business School Publishing SKS027, 2003. [English translations: SKE015 y SKE027. Harvard Business School Publishing:].

CHAPTER IN MEMORIES

- 2019 Building Strong Cultural Institutions on Weak Foundations: The Case of Live Performing Arts Regulation in Colombia. 15Th International Conference on Arts and Culture Management. Venezia. Italy.
- 2017 How to ride out the storm. The Bogotá Iberoamerican International Theater Festival. 14Th International Conference on Arts and Culture Management. Beijing China.
- 2017 Intergenerational value change in the USA and Latin America: A cross Cultural Empirical Test. Academy of Management. The 77th Annual Meeting. Atlanta.
- 2016 The three Ds of Case Teaching: Design, Discussion and Disseminate. Academy of Management. The 76th Annual Meeting. Anaheim.
- 2011 Possible relationships between organizational structure and operating results: The case of Iberoamerican Theater Festival of Bogotá. 11 International Conferences on Arts & Cultural Management. Antwerp Belgium. 2011.
- 2007 The Values of Males and Females in the East and West: Are They Diverging or Converging? Presented: Academy of Management. Philadelphia. U.S.A. 2007.
- 2007 A Multinational Study of Corporate Stakeholders and Organizational Culture. Presented: Academy of Management. Philadelphia. U.S.A. 2007.
- 2005 Human Resources Management in Colombia. Ogliastri Enrique, Martinez Ivan. In: European Academy of Management, Responsible Management in an uncertain world, Munich, Germany, Technische Universität München, 2005, p 271.
- 2005 Age d'entrée et structure organisationnelle. Relations possibles a partir de l'analyse d'un ensemble d'entreprises colombiennes. Presented: XVI Conférence Internationale de Management Stratégique. Montreal. Canada. 2005.
- 2005 Change and organizational demography: The case of 30 Colombian companies. In: Business Association of Latin American Studies (BALAS), Management in Iberoamerica: Lessons and challenges in the global arena, España, Instituto de Empresa, 2005.

CHAPTERS IN BOOKS

- 2018 “The Importance of Definitions: Culture and Cultural Management. The Colombian Case”. In: Cultural Management. From Theory to Practice. First published 2018 Published by London Scientific Ltd. www.londonscientific.co.uk. London Scientific. WSB University. ISBN 978-0-9954618-7-1. Pp. 25-42
- 2018 “Institutional change and the creative industries: the Colombian case”. In: Paradigms in Transition from a Global Perspective. Edited by Luciana Lazzeretti and Marilena Vecco.

Edward Elgar Publishing. ISBN:9781786435910 pp. 283 – 301.

- 2014 “Cultura: Bien público o hecho social”. In: Forero y Díaz (Ed). La gestión de lo público. Debates y Dilemas. Universidad de los Andes. Facultad de Administración. Bogotá 2014. Pp.29-49.
- 2014 “Gestión Cultural y Patrimonio”. In: Patrimonio cultural y academia en Colombia. Una lectura desde los currículos, los planes de estudio y la praxis profesional. Documentos CESO 213. Universidad de los Andes. Facultad de Ciencias Sociales. Bogotá 2014. Pp 135-141
- 2012 “Gestión e industrias culturales, un nuevo campo de acción administrativo”. In: Azuero y otros (Ed). Tendencias en la Administración: Gerencia y academia. Universidad de los Andes. Facultad de Administración. Bogotá 2012, pp 65-89.
- 2011 “La Gestion de Ressources Humaines et la Stratégie de l’Entreprise. Le Cas Colombien”. Co-authors: Ogliastri Enrique, Martínez Iván. In: Gestions des Ressources Humaines en Amérique Latine. Editions des Archives Contemporaines. Paris, France, 2011, pp. 13-31.
- 2005 “Human Resource Management in Colombia”. Co-authors: Ogliastri Enrique, Martinez Iván. In: Elvira Martha M, Davila Anabella, Managing Human Resources in Latin America, London, England, Routledge, 2005, pp. 165 -177
- 2001 “Análisis comparativo” (Comparative analysis). In: Ruiz, J. (Compiler), Alianzas Empresariales en la Formación para el trabajo. Bogotá, Colombia: Fundación Antonio Restrepo Barco, Fundación Corona, Fundación FES, Consejo Gremial Nacional, 2001, pp. 149-166.
- 2001 “Erfolgreiche Organisationen in Lateinamerika. Auf der suche nach dem besonderen in Kolumbien“. In: Diehl, O., Kolumbien im focus. Einblicke in politik, kultur, umwelt. Frankfurt, Germany: Publisher Veuvvert, pp. 129 -143.
- 1999 “Lo público y lo privado en la formación para el trabajo. Nuevo contexto, nuevos actores, nuevas estrategias”. (Public and Private Component in Education/Training for Work. New Context, New Actors, New Strategies) In: Lo público y lo privado en la formación para el trabajo. Memories Latin American Seminar (Oct. 21-22, 1998). Bogotá, Colombia: Fundación Antonio Restrepo Barco, Fundación FES, Consejo Gremial Nacional, Misión de Educación Técnica, Tecnológica y Formación Profesional, 1999, pp. 135-151.

CONFERENCE PRESENTATIONS

- 2019 Building Strong Cultural Institutions on Weak Foundations: The Case of Live Performing Arts Regulation in Colombia. 15Th International Conference on Arts and Culture Management. Venezia
- 2017 How to ride out the storm. The Bogotá Iberoamerican International Theater Festival. 14Th International Conference on Arts and Culture Management. Beijing China.
- 2017 Intergenerational value change in the USA and Latin America: A cross Cultural Empirical Test. Academy of Management. The 77th Annual Meeting. Atlanta
- 2016 The three Ds of Case Teaching: Design, Discussion and Disseminate. Academy of Management. The 76th Annual Meeting. Anaheim.
- 2015 Barriers and Public Policies Affecting the International Expansion of Latin American SMES Academy of Management. The 75th Annual Meeting. Vancouver.
- 2015 Data mining and learning of audiences: The Art Fair of Bogotá (ARTBO). 13Th International Conference on Arts and Culture Management. Aix- en Provence France.
- 2013 Arts Management in a Global Context: Complexities involving the state, third and private sector. Academy of Management. Annual Meeting. Orlando.

- 2012 Arts Management, Cultures and the informal Economy. Academy of Management. Annual Meeting. Boston.
- 2011 Possible relationships between organizational structure and operating results: The case of Ibero-american Theater Festival of Bogotá. 12th International Conference on Arts and Culture Management. Antwerp. Belgium 2011.
- 2011 East meets west: An exploration of masculinity and femininity in the Philippines. San Antonio U.S.A. 2011.
- 2011 Private sector manger value orientations in Argentina, Brazil, Colombia, Mexico and Philippines. San Antonio. U.S.A. 2011.
- 2010 How acceptable is the bullying? Cultural differences in 15 countries. Montreal. Canada. 2010.
- 2009 Generation in the workplace: An analysis of US and Latin American generational value similarities and differences between baby boomers, generation X and generation Y. Paper presented at the 10th International Human Resources Management (IHRM) Conference, Santa Fe, New Mexico, USA 21-24 June 2009.
- 2009 Democracy's Children: Changing Values in Argentina and Brazil? EAM Conference, Rio de Janerio, Brazil, June 21-25, 2009.
- 2009 Workplace generations: An analysis of US and Latin American generational values, 10th IHRM Conference, Santa Fe New Mexico, June 21-24, 2009.
- 2009 Values of males and females in Latin America and the U.S: Are they similar or dissimilar? Chicago, U.S.A. 2009.
- 2009 Values of males and females in the East and West: Are they similar or dissimilar? Southern Management Association Meeting, Asheville NC, November 11-14, 2009.
- 2008 A cross-cultural investigation of religious affiliation differences in personal values across 11 countries and six regions. AIB 2008 Annual Meeting, June 30-July 3, 2008, Milan, Italy. Selected as one of Best Papers in Proceedings.
- 2008 Entrepreneurial differences in values, attitudes and behavior in developed and developing countries. Anaheim. U.S.A. 2008.
- 2008 Lecturer BALAS Congress. April Bogotá, Colombia.
- 2006 Generational value changes: Their history and a cross-cultural empirical test. Academy of Management. Atlanta. U.S.A. 2006.
- 2006 Work and Family: An Exploration of Work-Family Conflict and Family-Work Conflict in Work and Home Roles Academy of Management. Atlanta. U.S.A. 2006.
- 2005 Lecturer. Annual Congress of the Academy of Management. Honolulu, Hawaii.
- 2005 Un ensayo de medición cultural: El caso de dos empresas de transporte urbano de Bogotá. Presented: Iberoamerican Academy of Management. Lisbon. 2005.
- 2005 Lecturer. Annual Congress. The Business Association of Latin-American Studies. Madrid
- 2004 Lecturer Annual Congress of the Academy of Management. New Orleans.
- 2003 Lecturer XXXVIII Annual Assembly CLADEA. Consejo Latinoamericano de Escuelas de Administración Lima- Perú.

WORKING PAPERS

- 2015 Barriers and public policies affecting the international expansion of Latin American SMEs. Evidence from Brazil, Colombia, and Peru. Working paper University of Bristol.

- 2007 Age d'entrée et structure organisationnelle. Relations possibles à partir de l'analyse d'un ensemble d'entreprises colombiennes. Available at:<http://www.aims2007.uqam.ca/actes-de-la-conference/communications-par-auteurs/r>
- 2007 "Edad de ingreso y estructura organizacional. Posibles relaciones a partir del análisis de un conjunto de empresas colombianas" (Age of incoming and organizational structure. Possible relations base in the analysis of a group of Colombian companies). Galeras de Administración. School of Administration. Universidad de los Andes No 11. 2007.
- 2005 Change and Organizational Demography: The Case of 30 Colombian Companies. Galeras de Administración. Faculty of Administration. Universidad de los Andes No 6. 2005.
- 2002 Organizational Demography and Personnel Payrolls. Working paper. Stanford Graduate School of Business. Nagymaros Organizational Ecology. Sept 2002. <http://faculty-gsb.stanford.edu/nagymaros/papers/index.html>

Participation in Boards, Committees and Associations

- 2017- to date Member, Editorial Board. Cultural Management (ISSN 2512-6962) Vol 2 (1), pp. 47-70.
- 2008 - to date Member. Editorial board. Revista de Gestão. Journal of the Business School of the Universidade de São Paulo.
- 2016 - 2018 Representative in Colombia of Chair Unesco in Arts and Culture Management.
- 2005 - to date Member, European Academy of Management, Academic Reviewer, 2005.
- 2005 - to date Member, Research network: University Fellows International Research Consortium.
- 2004 - to date Member, Research network: Best Practices of Human Resources in Latin-American.
- 2003 - to date Member, Academy of Management, Divisions Human Resources and Organization & Management Theory. Academic reviewer 2004, to 2016.
- 1993 - to date Member, Uniandinos, Universidad de los Andes alumni association.
- 1985 - 1995 Member, Sociedad Colombiana de Epistemología (Colombian Society of Epistemology).
- 1985 - 1995 Member, Asociación para la Historia, Filosofía y Pedagogía de las Matemáticas (Association for History, Philosophy and Pedagogy of Mathematics).
- 1977 - 1983 Member and Founder, Asociación Colombiana de Control de Calidad (Colombian Association of Quality Control).

Scholarships and Academic Distinctions

- 2008 Finalist National Prize Portafolio. Best Professor 2008.